NSPS

Managers given more tools, hard work means rewards

By Mr. Gerry Gilmore
American Forces Press Service

WASHINGTON — Defense Department civilians soon will be paid for productivity rather than longevity. This is just one initiative that's part of efforts by officials to transform DoD into a more agile and efficient organization for the 21st century, said Dr. David S.C. Chu, undersecretary of defense for personnel and readiness.

Civilian Focus

Dr. Chu said the new National Security Personnel System slated for partial implementation in July will affect about 300,000 of the department's 700,000 civilian employees. Remaining DoD civilian employees are slated to move into the new system possibly beginning in January 2007.

He said current civilian pay scales are based on how "long you've been around." Polls show the younger workers DoD officials are seeking to replace retiring older employees want a more performance-based compensation system.

"They want to join an organization where if you do more, you are rewarded," he said.

Performance for pay "is not an untried principle" in the DoD, Dr. Chu said, noting several pay-for-performance pilot programs have been tested through the years.

The system also gives managers the tools to hire new employees more quickly and more means to discipline underproducers.

Dr. Chu said such change is likely to be "upsetting" among a work force accustomed to the older personnel system.

Managers who will supervise workers under NSPS will "require training and preparation in order for them to be effective," he said.

He asks DoD employees to be patient as the system is implemented, noting studies of pay-for-performance pilot programs have shown most workers like the new system.

After NSPS has been fully implemented, employees "will have a much happier work force," Dr. Chu said.

He said old civil-service rules hamstrung supervisors and often caused servicemembers to be employed for tasks that could be accomplished by civilian employees.

Implementation of NSPS will allow more flexible use of civilian employees, while freeing up servicemembers to perform other important duties, Dr. Chu said.

For more information on NSPS:
https://www.dp.hq.af.mil/dpp/dppn/nsps/

News Briefs

WHAT'S NEW

PREDATOR FLEET: Air Force officials plan to expand the current Predator Unmanned Aerial Vehicle fleet to as many as 15 squadrons. This increase, announced March 18, is in response to the escalating demand for intelligence, surveillance and reconnaissance capability in the War on Terrorism. The plans are intended to ensure an increased number of Predators are available in U.S. Central Command's area of responsibility as well as for new opportunities, officials said. In a Future Total Force initiative that will establish two Air National Guard Predator units in Texas and Arizona, Air Force officials are determining manpower and training requirements that will significantly enhance the Predator's ability to support combatant commander requirements. ANG Airmen will operate the UAVs from their respective states. Additionally, Air Force officials plan to place a Predator squadron with an ANG unit in New York. One of the six Future Total Force initiatives involved establishing a distributive ground station in western New York to process global intelligence information. Besides the ANG Predator units, the Air Force currently has three operational, active-duty Predator squadrons located at Nellis AFB and Indian Springs Air Force Auxiliary Field in Nevada. Air Force Special Operations Command and Air Force Reserve Command Airmen also operate Predators out of Indian Springs. *(AFPN)*

TRANSFORMATION BOOKLET: The Defense Department has published "Facing the Future: Meeting the Threats and Challenges of the 21st Century," which chronicles the Defense Department's transformation since 2000. It's the story of how America went from a nation shocked by a surprise attack to one that brought justice to the perpetrators of 9-11, defeated two state sponsors of terror and liberated more than 50 million people from oppression and fear. It also highlights the transformation of the American military establishment—its forces, its organization and, most importantly, its mindset and culture. Most of all it's the story of the skill and determination of America's fighting forces and how their courage and example has ignited a freedom tide that's changing the face of the Middle East. A series of forthcoming news articles will highlight senior defense officials views on these same topics. The first features Defense Secretary Donald Rumsfeld calling people the key to the transformation process. A Pentagon Channel documentary titled "Facing the Future" records DoD's journey to becoming lighter, leaner and more responsive to world threats.

www.defenselink.mil/pubs/facing_the_future

Staff Sgt. Alan Port / 607th CS

EXERCISE BEVERLY HIGH

Members of the 607th Combat Communications Squadron prepare to set up a satellite dish during exercise Beverly High in March at Kunsan AB, Korea.

KUDOS

CABLE DAWGS: More than 15,000 customers count on the 96th Communications Squadron from Eglin AFB, Fla., to keep them in touch. The squadron's cable and antenna systems flight, called the Cable Dawgs, keeps 1.8 million pair miles of copper and fiber optic cable and 169 airfield support antenna systems up and running on not just Eglin and Duke Field, but parts of Hurlburt Field as well. Through hurricanes and deployments, 31 military and civilians laid more than 5,000

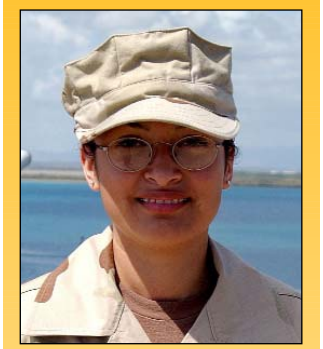
feet of cable after Hurricane Ivan destroyed test sites on Santa Rosa Island. It took two teams days to isolate a good section of cable under the rubble and to reconnect it. Their efforts were noticed, especially by the test community. The 46th Test Wing awarded the flight a "Best in Test" award. "A critical test was in jeopardy of being cancelled," said Col. Bob Nolan, test wing commander. "The Cable Dawgs implemented ingenious methods of data connectivity to support our test mission." *(Ms. Lois Walsh, 96th ABW/PA)*

PACAF POSTAL: During recovery efforts after the Dec. 26 tsunami, postal members were formed into the Pacific Air Forces Air Postal Squadron to establish a vital mail transport network. Marines took the lead in this joint effort and were augmented by other services, as necessary. The first Military Post Office was established Jan. 10 at Utapao AB, Thailand, and became the mail hub for other locations in the area of responsibility. Detachment 2, PACAF AIRPS, Yokota AB, Japan and Operating Location (OL)-C, Detachment 2, PACAF AIRPS, Bangkok, Thailand, coordinated with commercial airline representatives, State Department personnel and Thai Customs officials on air and ground mail transportation to deployed forces. In addition, the detachment was selected as the transit point for mail entering the AOR. PACAF postal personnel were directly responsible for the efficient and expeditious mail movement and delivery of more than 20,000 pounds of mail in support of over 12,000 U.S troops deployed throughout Thailand, Indonesia, and Sri Lanka. *(Master Sgts. Roger Miles and Tom Mazzoni, PACAF Air Postal Squadron)*

COMM EXERCISE

PATRIOT 2005: Patriot 2005 is an annual event that trains thousands of Soldiers and Airmen communicators on mission-essential tasks, and will be held in July. For communication units, it's a chance to have hands-on experience mobilizing, deploying and using their assigned equipment in a complete spectrum of military operations. What began as a limited operation in the 1980s known as Global Apache and Global Yankee, Patriot has evolved into the military's largest National Guard-sponsored annual training event. In this 4,000-plus troop operation, Patriot 2005 will train approximately 750 communications specialists from 34 units. This year, communicators from varied units will participate including combat communication, communication flights, engineering and installation, combat camera, visual information, Army Signal, air control squadrons, special operations, Tanker Airlift Control Element, and other units with communication specialties. This year, more units than ever have been added to the list of participants. Also, for the first time, the Patriot event will be a wholly nationwide Theater Deployable Communications-based network. Locally, the training event will highlight some specialty packages such as the Interim Satellite Incident Site Communications Set used for state emergencies. "Train the way we fight" is the motto for Patriot 2005. Anyone wanting to be involved in Patriot may contact Staff Sgt. Michelle Clark, ANG/XOX, at DSN 278-7518. *(Lt. Col. Greg Power, ANG)*

AIRMAN SPOTLIGHT



Staff Sgt. Jacqueline Borrero
Information Manager,
Guantanamo Bay, Cuba

A Los Angeles native, 23-year-old Staff Sgt. Jacqueline Borreor, is an information manager in the public affairs office for Joint Task Force Guantanamo. She said she generally completes a lot of paperwork and works on computers. Her duties at "Gitmo" —as troops generally refer to the island base—are a little different, she said. Borrero's duties there include filing situation reports to higher headquarters and briefing newcomers to the base about the mission of the public affairs office.

Variety is one thing Sergeant Borrero said she likes about being in the Air Force. "I like doing different things, always keeping myself busy," she said. (AFPS)

DETHINC initiative

Reducing the cost of procuring computers, and the hours required to support them are key focus areas in attaining the Air Force's expeditionary combat support goals. The Deployable Thin Client, or DETHINC, initiative designed and funded by the Air Warfare Battlelab at Mountain Home AFB, Idaho, can meet these needs.

DETHINC establishes thin client local area networks using less expensive terminals or alternative low-cost PCs with applications running on deployed, centralized servers. The overall concept provides the user with cheaper lower-end terminals and eliminates the need to locally procure expensive high-end computers. The solution will also eliminate many hours spent making procured computers network compatible. In the future, a thin client capability could be a normal part of the deployed communications applications offered. A thin-client solution allows for more efficient centralized management. Centralized management, in turn, shortens the set-up time required for establishing the network, and delivering services to users.

DETHINC provides a high-quality assessment of thin-client technology versus conventional PCs to reduce computer preparation time, reduce network administrative support, lower cost, increase network security, run applications effectively and be interoperable with the Theater Deployable Communications suite of equipment. In this manner, low-end users can get connectivity quickly and efficiently while higher-end users can still connect more specialized computers to the network.

A DETHINC team installed equipment at Al Udeid AB, Saudi Arabia to show the capabilities of the system in a semi-fixed environment. The demonstration showed that set up time, configuration, and troubleshooting were kept to a minimum.

There is no additional cost savings at this time, because the initiative only used 50 terminals. A savings will incur as more terminals are deployed on the system. *(Mr. Jim Tarantino, ACC/AWB)*

For more information on this effort e-mail aefbweb@mountainhome.af.mil and reference the DETHINC initiative.

INTO THE FUTURE

LASER COMM

Mr. Peter B. Teets, who served as both the acting secretary of the Air Force and the Department of Defense's executive agent for space, spoke to Congress recently about the importance of programs such as space radar and the transformational communications satellite.

Only a space radar can provide persistent intelligence collection to combatant commanders day and night in all weather conditions … in open areas and in denied areas, he said. Providing that persistent intelligence to commanders in the field will require a constellation of satellites launched into space.

Each satellite will use radar to take pictures of the earth, through any kind of weather, to provide both military and civilian intelligence communities information about what is happening on the ground and over the hill ahead.

Mr. Teets recently directed the restructure of the Space Radar program to create a tighter-knit community between the civilian and military agencies that will benefit from it. One short term goal of the program is to demonstrate the capability of the system by launching a quarter-scale model satellite by 2008.

The knowledge learned from that launch and from working with the satellite during its test phase will help the program develop larger operational systems.

Mr. Teets said the department plans for the first space radar satellite to be launched in 2015. Also critical to the DoD space program is development of the Transformational Communications Satellite program. This program will create larger bandwidth for use by the DoD in both war and peace time. Bandwidth describes how much electronic information can be passed through a communications device at any time.

More bandwidth means more information, and a greater capacity to serve more people at one time.

New developments in communications include laser communications, the exchange of information between two points on a beam of light. Mr. Teets told Congress the DoD had conducted a test of the concept in New Mexico. The experiment had been successful, he said, because it showed the possibility of laser communications between both space and a ground station and space and a flying aircraft.

With the advent of transformational satellite program combined with laser communications, the Department of Defense will gain an enormous increase in bandwidth.

"Today our satellites are operating with higher bandwidth of about a factor of 10 than they were just a few years ago," he said. "We will get another factor of 10 when advanced extremely high frequency launches along with wide-band gap filler. And there is a third order of magnitude of bandwidth increase when we go to laser communications."

While the satellite program is in development, DoD officials use commercially procured bandwidth to conduct some operations. Mr. Teets told lawmakers the Services have agreed to come together to work on developing policy to define its use of that bandwidth. *(Staff Sgt. C. Todd Lopez, AFPN)*